



Sheffield &
Rotherham

APPLICANT PACK: WILDSCAPES PRINCIPAL ECOLOGIST



ABOUT WILDSAPES CIC

At Wildscapes, we're a small and rapidly expanding team with big ambitions. We're on the lookout for exceptional individuals with a hands-on approach who can help drive our business forward.

As a registered Community Interest Company (CIC) and commercial subsidiary of the Sheffield & Rotherham Wildlife Trust we have conservation at the heart of everything we do. All our profits are reinvested back into the charitable work of our parent company, creating a better future for wildlife, people and the green spaces of Sheffield, Rotherham, and beyond.

We support our clients to ensure projects are carried out with a detailed sensitivity to habitats and conservation whilst achieving their outcomes. Working with a variety of clients and operating across many sectors, we provide solutions with tangible benefits.

The main services we currently deliver are:

Ecology - protected species surveys, licensing, mitigation, habitat management plans, ecological management plans, planning consultation, and biodiversity net gain support

Land Management – pond and wetland creation, site maintenance, tree planting, soft landscaping, heather moorland restoration, habitat maintenance and creation

Further information about the consultancy can be found on our website www.wildscapes.co.uk and made available for candidates shortlisted for interview.



ABOUT SHEFFIELD & ROTHERHAM WILDLIFE TRUST

Sheffield & Rotherham Wildlife Trust is one of 46 Wildlife Trust working for wildlife across the UK. We are a registered charity and company, with a Board of 13 Trustees drawn from our membership. We are part of the local community, working to protect and enhance the natural environment of Sheffield and Rotherham for the benefit of people and wildlife. For over 30 years we have protected important wildlife, habitats and green spaces that matter to local people. We directly manage 16 Nature Reserves, thanks to our many volunteers, including the internationally important moorland at Blacka Moor, the much-loved Wyming Brook, the beautiful woodlands at Greno Woods and the locally important 'space to breathe' at Sunnybank.

Every year we engage with thousands of people of all ages, and have nearly 6,000 subscribing members and a rapidly growing social media following. We reach out to communities in some of the most deprived parts of the country through our Natural Neighbours programme. We run an Outdoor Learning Service for children and young people of all ages and abilities and we work with older, vulnerable, isolated adults to support them engaging back in to their communities through our Wild@Heart nature programme.

Recent projects include the delivery of natural flood risk management schemes with the Environment Agency on the Rother, recording the return of the otter along the River Don and producing the first ever State of Nature report for Sheffield. We are the lead partner for the successful Sheffield Lakeland £4 million Heritage Fund landscape partnership. We also take action for wildlife and green spaces under threat, supporting other groups and working with local people to campaign on issues that threaten our natural environment and local wildlife. Recent campaigns include opposing a Motorway Service Area on the Local Wildlife Site and ancient woodland at Smithy Wood, asking for a Street Tree Strategy for Sheffield and the retention of the Chelsea Road elm tree. We are also working together with other Wildlife Trusts to call for a 'Wilder Future' and a new strong Environment Act.

To find out more about our work please take a look at our website here: <https://www.wildsheffield.com/>



ABOUT SHEFFIELD & ROTHERHAM WILDLIFE TRUST

Why work for us?

We strive to offer opportunities for our employees to realise their ambitions, whether you're embarking on your career or bring with you a wealth of skills and experience. Through regular performance and development reviews, access to internal and external training, and support to achieve professional memberships and accreditations, we'll help you progress.

We're passionate about the work we do and teamwork is a huge part of that. Wildscapes is a multi-disciplinary consultancy with opportunities to work across a broad range of projects. We expect our employees to be adaptable and dedicated team players, supporting their colleagues to succeed too. We are big believers in work/life balance and are committed to supporting the wellbeing of our employees. Wildscapes uses a blended working policy, allowing you to work flexible hours from your home or the office. We actively encourage our employees to build time into their day to exercise and experience nature, whether it's a lunch time walk in the park or a team meeting in our wildlife garden just outside the office.

Benefits

Working for Wildscapes and the Trust, you will get a fantastic package of benefits including:

- Competitive salary
- 20 days annual leave plus public holidays and an additional 2/3 days annual leave over the Christmas shutdown (based on FT contract)
- Bonus leave days awarded with length of service
- Blended / flexible working
- Pension scheme with 9% employer contribution
- A dedicated personal annual training budget
- Seasonal uniform and PPE
- Payment of applicable professional membership fees
- Use of company vehicles
- Complimentary access to a range of Sheffield & Rotherham Wildlife Trust events and WILD Knowledge training sessions
- Other benefits of being linked to the Wildlife Trust, such as discounts at select retailers (outdoors stores etc.)
- Access to a free, professional and confidential counselling & support service



JOB DESCRIPTION

Job Title: Wildscapes Principal Ecologist

Responsible to: Wildscapes Business Development Manager

Responsible for: Ecology Team inc. Casual and Seasonal Ecologists

Salary: £37,287 per annum + 9% pension contribution (after qualifying period)

Duration: Permanent

OVERALL PURPOSE

The successful candidate will be an experienced leader excited to help develop the business. They will support the BD Manager and the broader team in ensuring that Wildscapes CIC is a progressive social enterprise with an excellent reputation, delivering for people, wildlife, the natural environment, and Sheffield & Rotherham Wildlife Trust. The Principal Ecologist role will:

Lead and manage the Wildscapes ecology service in a professional and business-minded way, managing and delivering contracts to CIEEM and other industry accepted standards. This will include maintaining and developing client relationships to successfully secure new contracts and future opportunities.

Lead on providing technical ecological advice to clients and staff to ensure the delivery of high quality ecological services including European protected species and habitat surveys & mitigation, EclA reports, PEAs and Biodiversity Net Gain assessments. This includes taking the lead on protected species surveys, particularly bats.

Manage the Ecology team and contracts, taking responsibility for an excellent level of technical outputs, quality, and health and safety across the delivery programme.

Wildscapes CIC delivers a range of ecological services which includes but is not limited to:

- Protected Species Surveys – bats, GCN, birds, water vole, otters, badgers
- Preliminary Ecological Appraisals, which will include Phase 1 Habitat Surveys or UK Habitat Classification Survey (UKHab)
- Biodiversity Net Gain Assessments
- Ecological Impact Assessments
- Ecological Management Plans
- Mitigation and Protected Species Licencing
- Ecological Clerk of Works (ECoW)



JOB DESCRIPTION CONTINUED

MAIN RESPONSIBILITIES

- Building Wildscapes' portfolio of ecological and environmental projects
- Preparing quotations and tenders, creating opportunities for growth
- Project managing and resourcing, including management of the ecology team budget
- Managing the ecology team including mentoring of junior staff, and managing tasks relating to project quality, environmental issues, and health and safety
- Reviewing and assessing existing ecological information produced by the team
- Managing and delivering ecological field surveys, supporting improvements of data collection techniques
- Delivering technical ecological inputs, preparing high-quality reports and detailed licence applications, and other documents to support planning
- Leading on protected species surveys / licencing / mitigation with a specific focus on bats
- Assessment of the impacts of proposed developments, developing recommendations for the mitigation of ecological impacts and devising monitoring schemes
- Implementation of Biodiversity Net Gain and the use of DEFRA metric
- Develop and maintain a network of partners and sub-contractors/associates who can offer extended services and/or complement Wildscapes' services
- Support the BD Manager to develop the service securing new clients and opportunities
- Present a professional image of the Consultancy and Trust at all times
- Any other relevant duties required of the post holder appropriate to this grade
- Work unsociable hours as required by the business in order to deliver specific contracts



PERSON SPECIFICATION

Experience

- An experienced Senior ecologist looking to progress, or existing Principal with experience of organising and delivering ecology services for a variety of clients in the public, private and third sectors
- Experience of carrying Preliminary Ecological Appraisals, habitat surveys (Phase 1 or NVC/UKHab), and Ecological Impact Assessments
- Experience of Biodiversity Net Gain and DEFRA metric
- Experience of developing mitigation schemes and being the Named Ecologist on European Protected Species licences – specifically bats
- Leading on protected species surveys for at least two or more of the following: bats; badgers, great crested newts; water voles; birds
- Experienced at pricing, quoting, bidding and successfully securing profitable ecology contracts
- Writing accurate fee quotes, survey briefs, contract bids and ecological reports for clients using quote templates, project specifications and survey
- Experience of providing technical review of ecological reports
- Line managing staff and project management, including budgeting and financial monitoring, team scheduling, meeting deadlines and delivering to agreed standards
- Developing and maintaining excellent customer/client relationships across a range of contacts & organisations.

Knowledge

- An excellent knowledge of the nature conservation and ecology sector – including survey techniques
- Up to date detailed knowledge of current environmental law including European Protected Species
- Working knowledge of project and contract management processes in a commercial or social enterprise setting
- Practical knowledge of a wide range of ecology approaches, including implementation of Biodiversity Net Gain and DEFRA metric
- Excellent understanding of nature conservation and ecology (including survey techniques)
- Excellent understanding and working knowledge of any specialist software or analysis techniques required to support advanced survey techniques (for example, kaleidoscope, Anlook, Batexplorer, UKHab field keys, MAVIS etc.)
- Strong knowledge of project management processes
- Excellent working knowledge of Health and Safety in relation to ecology contract delivery, including RAMS
- IT systems including GIS, and Microsoft Office – Word, Excel, etc.
- While not essential, it would be advantageous to bring experience of using QGIS



PERSON SPECIFICATION CONTINUED

Skills and Qualifications

- Degree qualification in Ecology or a related subject
- Natural England Class 2 bat licence holder
- A full or chartered member of the Chartered Institute of Ecology and Environmental Management (CIEEM), (or eligible if not currently held)
- Excellent level of proficiency in practical ecology skills, with a willingness to continue to develop professionally
- Excellent interpersonal and communication skills to work with clients and staff
- Excellent verbal and written communication skills – especially related to client liaison and report production
- Full UK driving licence

It would also be advantageous to bring

- Other certifications and registrations considered as applicable to the role, i.e. other protected species licences, BREEAM, low impact licences (bats, badgers, newts)
- NPTC units 203 (CS38) and unit 204 (CS39) roped access trained
- First Aid at Work certificate or equivalent

Personal Qualities

- Ability to organise, manage and prioritise work, without supervision, in order to meet deadlines and deliver well-planned work schedules
- Can work cooperatively as part of a team and independently
- Reliable, pragmatic, professional and business-like
- Able to work unsociable hours as required by the needs of the business (e.g. to support bat surveys)
- Ability to liaise effectively and build good working relationships with a wide variety of individuals and organisations
- A commitment to the work of Wildscapes and the contribution this makes to the Wildlife Trust



DETAILS OF EMPLOYMENT

Salary: Department manager £37,287.17 pa pro rata

Pension:

All staff who earn over £192 per week (£833 per month) are over 22 and under pensionable age, are automatically enrolled on the SRWT pension scheme.

Following a 3-month postponement, from 6th April 19 onwards this is based on a total of 8% minimum level, 3% by SRWT and 5% by employee.

After 6 month's service (subject to successful probationary period), the employee will be entitled to a 9% contribution which need not be matched.

Anyone who does not meet eligibility criteria will have the opportunity to join the scheme should they wish, although they will not qualify for SRWT contributions.

Working Hours:

The working week for this post is 37.5 hours (part time hours can be considered), exclusive of lunch breaks. The post may involve some evening and weekend work for which time off in lieu can be taken. Blended working and flexi-time arrangements can be made at the line manager's discretion.

Location:

The post can be delivered remotely (if required). However, the successful candidate will be based at the Trust's Headquarters, Victoria Hall, Sheffield. The successful candidate will be expected to attend meetings and carry out duties from the headquarters as and when the role requires. It is also likely that the post holder will visit other SRWT premises and project sites and will work throughout the region and occasionally further afield.

Probationary Period: All new employees are required to undertake a period of probation for 6 months, in which they will be expected to establish their suitability for the post.

Annual Leave: 20 days holiday, plus 3 days to be taken between Christmas and New Year, plus bank holidays pro rata. Staff will also receive a holiday bonus of 1 day per year for the first five years of full time service up to a maximum of 25 days per year. Annual leave entitlement is pro rata for all part time staff.

Length of Contract: Permanent, subject to business performance

Transport provision: Trust staff are required to use public transport wherever practical. However the post holder will have use of a pool of Trust vehicles when needed.

Equal Opportunities: Sheffield & Rotherham Wildlife Trust is striving to be an equal opportunities employer and selection of applicants is based on merit. Please request the full policy document for further details.

